STATE OF NEW JERSEY

STATE GOVERNMENT WORKFORCE: ETHNIC AND GENDER DATA

INTRODUCTION

We include several charts and tables analyzing the State Government workforce by gender and ethnicity. There are three tables that give employee counts by agency. The first table gives the ethnic distribution by agency and includes a pie chart that gives the overall ethnic distribution for the entire State Government workforce. Next, there is a similar table giving the gender distribution by agency. To the right side of the chart, there are three pie charts showing the ethnic distributions for males and females and the overall gender distribution in the State Government workforce. These pie charts are <u>not</u> meant to be proportional; the user should draw no conclusions from the sizes of the pie charts themselves.

Pages 41 and 42 show historic trends for minorities (Asians, Blacks, Hispanics, and American Indians) and women, respectively. These charts are based on counts of full-time employees, while the three preceding tables count all employees. Since the EEO/AA reports providing historical data were limited to full-time employees, we eliminated part-time employees from our counts for the purposes of trend analysis. The solid line on each chart plots the number of employees (as measured by the scale on the left side) at the end of each fiscal year since 1974, and the dotted line shows what percentage of the full-time State Government workforce (as measured by the scale on the right side) represents the number of minority or female employees. Although there has been growth in the representation of both minorities and women in the State Government workforce over the last twenty-five years, the increase in minorities is more dramatic. We chose different scales for each chart so that we would be able to display maximum detail. It would not have been appropriate to show the increases in minorities and women on the same chart, since this would result in "double counting" of minority women.